



Administrative Offices

## Grandville Public Schools

3839 Prairie St. SW  
Grandville, Michigan 49418  
Phone (616) 254-6570  
Fax (616) 254-6580

The Honorable Representative Tom Albert

Dear Mr. Albert:

I am writing to oppose HB 5368 in regards to not allowing release time for our association member! This bill is truly unnecessary, as it is a support paid for by the association and it costs us nothing.

In return, our individual does a fantastic job of participating in committee meetings, student intervention sessions, and proactive planning for activities that greatly assist our staff and administration in helping foster student success.

In fact, passing HB 5368 would be a cost to our district, as we simply could not do what we do to ensure high levels of learning for all students without this particular support. Please do not allow this bill to pass as it does have a larger impact on districts that utilize it effectively at no cost to our general budget.

Thank you for your time and consideration.

Sincerely,

Roger Bearup  
Superintendent  
Grandville Public Schools

# *Clarkston Community Schools*

January 10, 2018

Rep. Hornberger  
Anderson House  
Office Building  
N-796 House Office Building  
Lansing, MI 48933

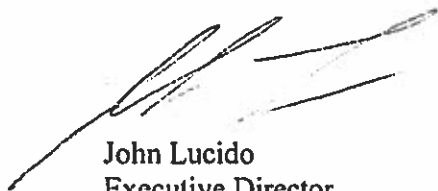
Dear Rep. Hornberger,

Please accept this letter as notification of my opposition of HB 5368. As you are aware, this legislation will prevent union leaders from earning MPSERS credit while on release time from their District. Clarkston has a 40 year history of collaborative working relationships between the administration and the teacher union. Many of the meetings between the union and administration are held during the release time that Clarkston Community Schools provides to its union president. This time is also used for the union president to be able to meet with staff and resolve issues without administration having to allocate resources. ~~These~~ These types of issues can only be handled during the teacher work day.

If this legislation is passed, it will result in the District increasing staff to be able to accommodate the influx of staff contacts. In addition, it is my belief that release time should be handled at the local level. This would allow Districts the autonomy to negotiate with their local unions on an appropriate amount of release time to meet the needs of each individual District.

If you have any questions or would like to hear more of my thoughts regarding this bill, please feel free to contact me at 248-623-5419.

Sincerely,



John Lucido  
Executive Director  
Human Resources

ADMINISTRATIVE SERVICES

6389 Clarkston Road Clarkston, MI 48346 Phone: 248.623.5400 Fax: 248.623.5450



**Van Dyke Public Schools**  
**Office of Superintendent**

**Mrs. Piper Bognar**  
Superintendent of Schools

23500 MacArthur Blvd.  
Office: 586.758.8333

Warren, MI 48089  
Fax: 586.758.8332

Chairman Albert and Members of the House Liability Reform Committee:

Please accept this correspondence as feedback to a bill that is pending in the Michigan legislature, HB 5368. I appreciate the opportunity to share my thoughts with you as you contemplate the bill.

As the Superintendent of Van Dyke Public Schools, and a long-time public educator in Michigan, I would ask that you allow such decisions related to the use of district union leadership be made at the local level. Currently local districts make individual determinations as they relate to the payment of union leadership, and they do so because each district's circumstances vary. I am asking that you continue to support this practice.

In my experience, union release time has been a benefit for our district. We were able to work out assignments, such as coordinating required teacher mentoring responsibilities, and resolve potential labor disputes. It also allowed us access to leadership to cooperatively resolve employee or contract administration issues, saving the district time and money and increasing productivity. Within an organization with hundreds of employees, we found this to be invaluable to our resources.

Unions are already required to reimburse the school district for retirement costs on release time. There is no cost savings as a result of passing this bill. However, if a union is not able to use union release time and a school district is not reimbursed for retirement costs for that time, the MPSERS cost for that time will become the responsibility of the school district, further stretching already limited school budgets.

I understand that the circumstances may not be the same in every school district. That is why I ask that local control be preserved, so each district can do what is best for their school system.

Thank you for your consideration and for your ongoing work on educational issues. Please do not hesitate to contact me if I can be of any assistance.

Sincerely,

Mrs. Piper L. Bognar  
Superintendent

*Every Student, Every Day, No Matter What*

-Van Dyke Public Schools is an Equal Opportunity Employer-



**Van Dyke Public Schools**  
Office of Personnel

**Edie T. Valentine**  
Director

23500 MacArthur Blvd.  
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Warren, MI 48089  
Fax: (586) 759-9408

January 12, 2018

Chairman Albert and Members of the House Financial Liability Reform Committee:

I am writing in response to a bill that is pending in the Michigan legislature, HB 5368. Please consider my thoughts as you contemplate this bill.

As the Personnel Director of a Michigan public school district, I ask that you allow decisions about the use of union release time to be made by the school district. Currently each district determines union release time and payment based on their individual needs. Please allow this practice to continue.

Union release time is an invaluable resource for our district when addressing employee relations matters. The flexibility of coordinating schedules to ensure access to union leadership allows us to cooperatively resolve employee and/or contract administration issues in a timely manner. This saves the district time and money, and ensures minimal disruption of classroom instruction. Also, the union does reimburse the district for the retirement contributions paid to MPSERS for employee's union release time.

Thank you for considering my thoughts on this important issue. Your support of educational issues is greatly appreciated.

Please let me know if you have questions or need further information.

Sincerely,

Edie T. Valentine  
Personnel Director

# CARMAN-AINSWORTH COMMUNITY SCHOOLS

G-3475 W. Court Street • Flint, Michigan 48532 • Phone: (810) 591-3700 • Fax: (810) 591-3323

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Eddie L. Kindle, Ed.S.  
Superintendent

January 16, 2018

*Via Email: ThomasAlbert@house.mi.gov*

State Representative Thomas Albert  
N-1190 House Office Building  
P.O. Box 30014  
Lansing, MI 48909

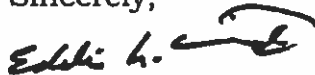
Dear State Representative Albert:

This correspondence is in reference to House Bill 5368, specifically concerning *Union Representative Release Time*. I urge you to take a moment and gather as much information possible in an effort to make an educated decision that will continue to strengthen the working relationships amongst union and school district officials.

The debate is centered on service credit applied to employee organization professional services released time; however, the time granted for supportive released time in our district is minimal at best. The one hour of release time that is scheduled and agreed to in our school district is beneficial in our ability to work together in maintaining and strengthening the working relationship between district and union officials.

The union/local education association in fact allocates the issue with respect to the cost of the retirement contribution for the released time. Therefore, I urge you to oppose House Bill 5368.

Sincerely,



Eddie Kindle, Ed.S.  
Superintendent



January 17, 2018

Re: House Bill 5368

Honorable Representative Tom Albert:

The Board of Education and Administration for the West Ottawa Public Schools and the West Ottawa Education Association (WOEA), which represents the teaching and professional staff within the school district, have a longstanding collaborative relationship. The collaboration between the WOEA and management of the school district has allowed the district to thrive and has ultimately led to a better education for the children of West Ottawa Public Schools.

As part of the WOEA contract, the WOEA president is provided with an hour of paid release time with the WOEA paying for a portion of the costs for this time. I oppose House Bill 5368 as it takes away our ability to locally bargain a contract that is in the best interests of the students of West Ottawa. West Ottawa Public Schools and the WOEA also have a long history of working collaboratively to ensure that we reach our shared goal of ensuring all students are college, career and life ready. Please allow us to continue to bargain this locally.

Respectfully,



Jim English  
Associate Superintendent for Business Services

January 10, 2018

The Honorable Thomas Albert  
Chair, Financial Liability Reform Committee  
House of Representatives  
P.O. Box 30014  
Lansing, MI 48909-7514

I am writing to urge you to carefully consider the implications HB 5368 would have on my local school district. The Clarkston Education Association currently reimburses our district for the MPERS costs related to release time. In Clarkston, we believe the positive, collaborative relationship between the CEA and our administrative team exists because we have a unique collaborative process that allows us to resolve issues during school hours. Our CEA President also serves on various district committees and without the release time, we would need to hire guest teachers to cover the classroom when these very important meetings take place.

It is my understanding that the Michigan Association of School Boards opposed SB 279-280 when proposed last year. So this bill most likely has a negative impact on many school districts across Michigan.

Please, consider the increased staffing levels many districts may need to make to handle the additional work involved with this bill.

With kind regards,

Elizabeth Egan  
President, Board of Education  
Clarkston Community Schools